

Message Text

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ACTION MED-03

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M/MED FOR DR HAYNES

E.O. 11652: N/A
TAGS/ AMED IR
SUBJ: COMMUNITY RELATIONS - RECRUITMENT OF SDC DIRECTOR

REF: STATE 271323

1. BEGIN FYI. SDC BOARD FOUND VISIT OF NIDA'S DR JAMES (DEMETRIO) JULIUS NOV 3-9, PROFITABLE AND EXPRESSES APPRECIATION FOR OPPORTUNITY TO MEET AND EXCHANGE VIEWS WITH HIM. AT BOARD MEETING NOV 16, JULIUS' APPLICATION FOR DIR/PSYCHIATRIST POSITION OF CENTER WAS DISCUSSED FULLY AFTER REPORT BY DR LEVINE AND HIS RECRUITMENT/ CREDENTIALS COMMITTEE. PRIOR TO MEETING, CONSIDERABLE WORK WAS DEVOTED TO VARIOUS CONCERNS EXPRESSED BY JULIUS (SOME ALSO BY DR RIGAMER). THE BOARD BELIEVES THE FOLLOWING PROPOSAL RESPONDS TO JULIUS' CONCERNS IN KEEPING WITH OUR CONSTRAINTS AND JUDGMENT OF LOCAL SITUATION. IT WAS PERHAPS UNFORTUNATE THAT JULIUS TOOK SDC BUDGET PROVISION FOR DIR AS WELL AS TERMS OF OUR OFFER TO RIGAMER AS STARTING POINT IN HIS NEGOTIATION, WHEREAS SDC HAD, ON DR ALBIN'S ADVICE, APPROACHED BASIC SALARY WITH A RANGE OF \$35,000 TO \$45,000, DEPENDING MAINLY ON EXPERIENCE. ALSO, THE \$9,000 IN THE BUDGET FOR "COST OF LIVING ALLOWANCE" IS SOLELY AND ESTIMATED MONETIZATION OF THE BENEFITS, AND IN-KIND OFFICIAL CONTRIBUTION TO SDC, (COMMISSARY, COOP, APO AND DUTY-FREE ENTRY PRIVILEGE) EMB/MILITARY WOULD ARRANGE IN LIEU OF ALLOWANCE. JULIUS CONSIDERED THIS AN EXTRA REMUNERATION SINCE HE BELIEVED HE COULD INDEPENDENTLY ACQUIRE AFOREMENTIONED PRIVILEGES, AN INCORRECT ASSUMPTION. JULIUS' CONCERN OVER TAXABLE STATUS OF AS

ALLOWANCES CLEARLY VALID, ESPECIALLY IF CONTRACT IS
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TO BE WRITTEN BY SDC, AND THIS POINT HAD NOT BEEN ANTICIPATED. THE

FOLLOWING, WE BELIEVE, ALSO COVERS THIS ISSUE.

2. THE BOARD, THOUGH HOPEFULLY NEVER NAIVE, IS INCREASINGLY AWARE OF THE HIGH REMUNERATION LEVELS OF US PSYCHIATRISTS. BUT AS PREVIOUSLY EXPRESSED, SDC NEITHER WANTS TO NOR CAN IT ATTRACT SOMEONE PRIMARILY ON BASIS OF REMUNERATION. OUR OFFER CERTAINLY EXCEEDS THAT ACCEPTED BY MISSIONARY/PEACE CORPS DOCTORS AND WITH PROVISIONS INCLUDED SHOULD BE ADEQUATE TO SUSTAIN ONE'S STANDARD OF LIVING AND PERMIT SAVINGS, ASSUMING ONE IS CHALLENGED BY OR CAN TOLERATE THE FACTORS OF FOREIGN LIFE. GIVEN THIS, AND THE UNIQUE PROFESSIONAL OPPORTUNITY THIS POSITION OFFERS, THE BOARD IS FRANKLY MYSTIFIED OVER THE SCANT (W) RESPONSE TO THE POSITION AVAILABILITY IN THREE MONTHS. IN FACT, WE HAVE NO KNOWLEDGE OF ANY CANDIDATES INTERVIEWED AS A RESULT OF MED'S RECRUITMENT EFFORT, REGARDLESS OF LEAD TIME PROBLEM. WE ARE STILL HOPEFUL SOMEONE CAN BE LOCATED WHO COULD ARRIVE EARLIER THAN JULIUS' MAY 1 DATE. WE APPRECIATE MED'S ASSISTANCE IN THIS AND ENCOURAGE CABLE DIALOGUE ON POSSIBLE CANDIDATES. WE WOULD APPRECIATE MED'S COMMENTS ON SDC CONTRACT PROVISIONS FOR PSYCHIATRIST. END FYI.

3. PLEASE CONVEY THE FOLLOWING TO DR JULIUS. QUOTE: THE BOARD OF THE SOCIAL DEVELOPMENT CENTER OF TEHRAN, AT ITS NOV 16 MEETING, VOTED UNANIMOUSLY TO OFFER YOU A CONTRACT FOR MINIMUM TWO YEARS AS DIRECTOR/PSYCHIATRIST OF THE CENTER BEGINNING NO LATER THAN MAY 1, 1977 (INCLUDES TRAVEL STATUS). EMPLOYMENT CONTRACT WILL BE IN NAME OF UNITED STATES EMPLOYEES' ASSOCIATION, "IN REPRESENTATION AND EXCLUSIVE OBLIGATION OF THE SDC, ITS TRUST ACCOUNT." NONETHELESS, THE DIRECTOR, INsofar AS THE OPERATIONS OF THE CENTER ARE CONCERNED, WILL BE RESPONSIBLE ONLY TO THE SDC BOARD. ALTHOUGH THE USEA, AS DETERMINED BY TWO IRS RULINGS, IS A PARA-STATE ORGANIZATION AND AS SUCH ITS EMPLOYEES SHOULD BE TAXED AS USG EMPLOYEES (I.E. ALLOWANCES NOT TAXABLE), THE CONTRACT WILL PROVIDE THAT THE "ASSOCIATION, THROUGH ITS SDC ACCOUNT, WILL REIMBURE THE DIRECTOR FOR ANY TAXES LEVIED AND PAID BY VIRTUE OF THIS EMPLOYMENT BEYOND THOSE RELATING TO HIS BASIC SALARY." WASHINGTON, D.C. (ITS ENVIRONS) WILL BE CONSIDERED AS YOUR POINT OF ORIGIN AND RETURN. THE PSYCHIATRIST'S PRINCIPAL RESPONSIBILITY WILL BE THE MANAGEMENT OF THE SDC AND MEETING THE ATTENDANT PROFESSIONAL DEMANDS. THE BOARD DOES NOT AUTHORIZE PRIVATE PRJZTICE; NOR WILL THE BOARD, NOR THE USEA, BE RESPONSIBLE IN ANY WAY, DIRECTLY OR INDIRECTLY, FOR PROFESSIONAL UNCLASSIFIED

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ACTIVITIES ENGAGED IN BY THE PSYCHIATRIST OUTSIDE THE SCOPE OF HIS CONTRACT. THE FOLLOWING PROVISIONS WILL APPLY AND BE IN YOUR PERSONAL CONTRACT, OF WHICH THE POSITION DESCRIPTION WILL FORM A PART:

1. BASIC SALARY OF \$45,000 A YEAR;
2. HOUSING ALLOWANCE OF ACTUAL BOARD-APPROVAL COSTS UP TO MAXIMUM PROVIDED COUNSELOR OF EMBASSY (CURRENTLY RLS 125,000, NOW EQUALS

\$1750 MONTH) EQUAL TO THAT PROVIDED BY EMBASSY;
3. FURNITURE/APPLIANCES FOR PERSONAL RESIDENCE;
4. UTILITIES ALLOWANCE ON ACTUAL COSTS UP TO RLS 8750 MONTH
(NOW EQUALS ANNUAL RATE OF \$1500);
5. STATE DEPARTMENT REGULATIONS TO APPLY ON SHIPMENT OF GOODS AND
PERSONAL TRAVEL, I.E. SURFACE SHIPMENT (OF 2,900 POUNDS OR 4,150
WITH ONE DEPENDENT), AIR FREIGHT, (WTP LBS. AND ADDITIONAL 200
FOR FIRST DEPENDENT), PER DIEM, INCIDENTAL COSTS AND EXCESS
BAGGAGE ALLOWANCE OF 10 KILOS PER PERSON;
6. REASONABLE STORAGE COSTS IN US OF HOUSEHOLD EFFECTS DURING
TEHRAN CONTRACT;
7. PROVISION OF MEDICAL COVERAGE UNDER EMBASSY CONTRACT TO INC-
LUDE DEPENDENTS OR \$150 TOWARD ACTUAL COST OF ELECTIVE POLICY;
8. MALPRACTICE INSURANCE PROVIDED FOR SDC-RELATED ACTIVITY TO
INCLUDE US COVERAGE (YOUR DOCUMENTATION WILL EFFECTIVELY PRECLUDE
LOCAL COURT JURISDICTION);
9. ANNUAL AND SICK LEAVE PROVISIONS TO EQUATE WITH STATE DEPARTMENT
EMPLOYEE WITH BETWEEN 3 AND 15 YEARS TENURE;
10. CONFERENCE LEAVE AND TRAVEL SUBJECT TO BOARD APPROVAL WITH
MAXIMUM FIVE WORKING DAYS PER YEAR PROVIDED;
11. TRANSPORTATION: SHIPMENT OF PERSONAL CAR TO TEHRAN
WITH DOCUMENTATION AND RESALE SUBJECT TO EMBASSY PRACTICE AND
CENTER'S CAR/DRIVER AVAILABLE AS APPROPRIATE;
12. COST OF LIVING ALLOWANCE AS DETERMINED BY DEPARTMENT OF
STATE REGULATIONS PERTAINING TO TEHRAN; BUT, APO, COMMISSARY,
COOP AND GENERAL DUTY FREE ENTRY PRIVILEGE WILL BE EXTENDED; AND,
13. EMERGENCY TRAVEL IN ACCORDANCE WITH DEPARTMENT OF STATE REG-
ULATIONS.

SUBJECT TO POSITION AVAILABILITY AND PERSONAL INTERVIEW,
PREFERENCE WILL BE GIVEN YOUR FIANCEE, MISS JANICE WEIL, FOR
EMPLOYMENT ON SDC STAFF. REQUEST RECEIPT OF RESPONSE THROUGH
DEPARTMENT OF STATE (M/MED) NO LATER THAN DECEMBER 17; OFFER IS
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NOT EXCLUSIVE. THE PERSONAL CONTRACT WILL BE MAILED UPON YOUR
AFFIRMATIVE REPLY. WE WILL RESPOND PROMPTLY TO ANY REQUESTS FOR
CLARIFICATION OF THE ABOVE. THE BOARD IS GRATEFUL FOR THE TIME
YOU SPENT WITH US AND EAGERLY AWAITS YOUR REPLY. CORDIALLY, PAUL
BECKMAN, INTERIM PRESIDENT, SDC.
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